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OGC HAS REVIEWED.

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21 February 1956

// MEMORANDUM FOR: Chief, Management Staff

SUBJECT: Incentive Awards

I trust the attached will give you the guidance you want. In other words, I believe you can carry out practically any reasonable policy including restriction of awards not involving monetary savings to honorary awards, but this should be expressed as policy and the regulation itself not be too restrictive or rigid in its application.

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LAWRENCE R. HOUSTON
General Counsel //

Attachment

21 February 1956

MEMORANDUM FOR: Mr. Houston

SUBJECT : Incentive Awards

1. I talked to Mr. John Ross, Deputy Chief, Incentive Awards Division, Civil Service Commission (Code 141, Extension 5821) about the propriety of restricting the payment of monetary awards by internal regulation.

2. Mr. Ross said that the law and Civil Service regulations do not restrict incentive awards, either monetary or honorary, to any particular class or grade of employee. There is, however, no legal reason that the Agency cannot by internal regulation restrict the eligibility of employees for awards to certain grades of employees. The Commission would prefer that the agencies would not establish rigid regulations precluding any particular grade or grades of employees from receiving awards. He stated that the Air Force and Department of Agriculture have given some consideration to excluding supergrade employees from the program by regulation. He believes, however, that they have decided to handle the problem on a case by case basis rather than by restrictive regulations.

3. In summary Mr. Ross said that the Commission would prefer to have the agencies leave their programs as flexible as possible and that it does not advocate restrictions by grade. If an agency feels that some restriction is desirable, the Commission would prefer that it be in the framework of a guiding policy rather than an absolute regulatory restriction.


Office of General Counsel

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STATISTICAL SUMMARY OF INCENTIVE AWARDS
1 JULY 1948 TO 31 DECEMBER 1955

AWARDS FOR PERFORMANCE

Fiscal Year	Total 2/	Distribution by Type			
		Special Act or Service	Sustained High Work Performance	Method or Device Resulting in Economy	Efficiency
1950 through 1952	34	20	6	8	
1953	2	1		1	
1954	15	6	7	1	1
1955					
1 Jul.'54 - 30 Nov.'54 1/	13	9	2		2
<u>TOTAL</u>	<u>64</u>				
1 Dec.'54 - 30 Jun.'55	4	1 - \$1,500.00	2 - \$ 550.00	1 - \$ 400.00	
1956					
1 Jul.'55 - 31 Dec.'55	4	1 - \$ 400.00	2 - \$1,500.00	1 - \$1,500.00 (\$750 each to two persons)	
<u>TOTALS</u>	<u>72 3/</u>	<u>38 - \$1,900.00</u>	<u>19 - \$2,050.00</u>	<u>12 - \$1,900.00</u>	<u>3</u>

AWARDS FOR SUGGESTIONS

Fiscal Year	Number of Suggestions Submitted	Number Approved	Estimated Dollar Savings 4/	Amount of Lump-sum Cash Award
1949 through 1952	89	16	\$ 12,500.00	\$ 408.00
1953	299	14	\$ 40,000.00	\$ 985.00
1954	762	46	\$ 78,500.00	\$2,050.00
1955				
1 Jul.'54 - 30 Nov.'54 1/	331	36	\$ 6,200.00	\$ 375.00
1 Dec.'54 - 30 Jun.'55	532	25	\$ 71,781.00	\$2,705.00
1956				
1 Jul.'55 - 31 Dec.'55	297	37	\$ 16,667.50	\$1,195.00
<u>TOTALS</u>	<u>2,310</u>	<u>174</u>	<u>\$225,648.50</u>	<u>\$7,718.00</u>

Distribution of suggestions received and awards granted by principal area for Fiscal Year 1955 is:

	DD/I	DD/P	DD/S
Number Received	31.5%	30.3%	34.5%
Number Awards	36.1%	36.1%	27.8%

1/ 30 November 1954 is the effective date of the Government Employees' Incentive Awards Act (Public Law 763, Title III)

2/ Prior to 30 November 1954, 64 meritorious step-increases were granted. It is not practical to indicate the dollar amounts involved. After 1 December 1954, 8 lump-sum awards were granted in the amounts shown.

3/ Distribution of these 72 awards by grades is as follows: GS-4, 3; GS-5, 6; GS-6, 3; GS-7, 2; GS-8, 1; GS-9, 11; GS-11, 11; GS-12, 5; GS-13, 11; GS-14, 8; GS-15, 7; SP-5, 1; CPC-5, 1. (The GS grades of two persons are unavailable.)

4/ Estimated in accordance with Civil Service Commission standards.

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STATISTICAL SUMMARY OF HONOR AWARDS

18 September 1947 to 31 December 1955

Note: On 20 February 1953, the Honor Awards Program was established on an organized and rational basis. Prior to that date, awards and decorations were granted on a more or less hit or miss basis.

SECTION A

38 Awards granted prior to 20 February 1953

I NATIONAL AWARDS

Medal of Freedom 1

II AWARDS OF THE ARMED FORCES

Department of the Army

Silver Star 2
Soldiers Medal 1
Bronze Star Medal 4
Commendation Ribbon with Metal Pendant 5

Department of the Navy

Navy Cross 1

Department of the Air Force

Distinguished Flying Cross 1
Air Medal 13
Commendation Ribbon with Metal Pendant 3

III CIVILIAN AWARDS OF THE DEPARTMENT OF DEFENSE

Exceptional Civilian Service Award (Air Force) . . . 1
Emblem for Meritorious Service (Army). 1
Certificate of Merit (Army). 1
Certificate of Appreciation (Army) 1

IV AWARDS OF THE DEPARTMENT OF STATE

Superior Service Award 1
Commendable Service Award. 2

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SECTION B

31 Awards granted subsequent to 20 February 1953

I NATIONAL AWARDS

National Security Medal.	3
Medal of Freedom	2

II AWARDS OF THE CENTRAL INTELLIGENCE AGENCY

Distinguished Intelligence Cross	0
Distinguished Intelligence Medal	4
Intelligence Star.	2
Intelligence Medal of Merit.	3

III AWARDS OF THE ARMED FORCES

Department of the Army

Legion of Merit.	4
Soldiers Medal	1
Bronze Star Medal.	4
Commendation Ribbon with Metal Pendant	3

Department of the Air Force

Legion of Merit.	1
Distinguished Flying Cross	1
Air Medal.	2
Commendation Ribbon with Metal Pendant	1

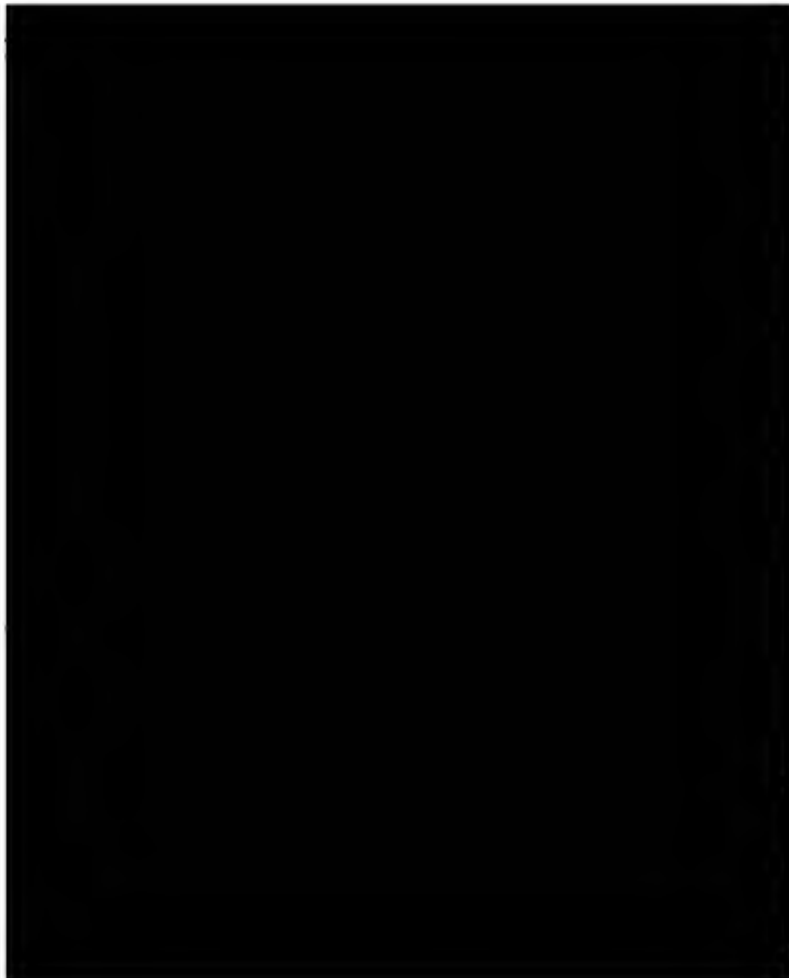
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SECTION C

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11 Awards of Foreign Governments
Granted between 18 September 1947 and 31 December 1955

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SECTION D

16 Awards of the Central Intelligence Agency at present being processed

1. Distinguished Intelligence Medal. 5
2. Intelligence Star 1
3. Intelligence Medal of Merit 10

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IV

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17 February 1956

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MEMORANDUM FOR: Mr. 
Mr. 

SUBJECT: Cash vs Medals

Pursuant to our discussion of 13 February 1956 a canvass was taken on 15 February, to determine the attitudes on this subject that would be expressed by former members of the Armed Forces who have been awarded one or the other of the highest U.S. decorations; the Medal of Honor, the Distinguished Service ^{Cross} ~~Cross~~, or its equivalent the Navy Cross.

The following question was put to seven members of the Army and Navy Legion of Valor who are identified after the answer.

"The time is 1919 or 1945, as the case may be. You have been told that you have been awarded the DSC or Navy Cross. At that time, if you were given your choice would you have preferred to receive \$1000 in cash or would you have chosen the decoration?"

Answers were received as follows:

<u>Individual</u>	<u>Service</u>	<u>Period</u>	<u>Cash</u>	<u>Decoration</u>
Enlisted man	Army	WW I	Yes	
" "	Army	WW I		Yes
" "	Army	WW I		Yes
Officer	Army	WW I		Yes
Officer	Army	WW II		Yes
Officer	Army	WW II		Yes
Enlisted man	Navy	WW I & II		Yes

Two Army enlisted men did not know of the existence of the DSC before it was presented to them. The fact that General Pershing decorated one man set the incident above price; the other admitted that from ignorance he would probably have taken the cash, if it were offered. A World War II combat disabled West Pointer thought the question silly, saying in effect (expletives expurgated) "Does some one think that extra performance can be bought?"

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Following the spirited debate on this question, the following was asked:

"The time is now 1956 and as you know you are one of the relatively small number of surviving holders of the DSC or Navy Cross. If the whole thing could be done over, would you now prefer to have had \$1000 and no decoration, or would you, based on your experience during the intervening years choose the decoration instead of the cash?"

The reaction was unanimous; in retrospect none of the seven would prefer cash to his decoration. The reasons advanced were mainly based on the prestige factor of the decoration, the exclusiveness to some degree that each believes the decoration confers on him and to phrase it differently the satisfaction enjoyed by reason of having been deemed worthy of the decoration.

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Chairman, CIA Honor Awards Board

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